

**Memorandum of Understanding (MOU)
Dispatcher Bulk Electric Systems (BES) Qualifications**

The requirements for a Dispatcher BES are to obtain certification as a North American Electric Reliability Corporation (NERC) Transmission Operator (TO) by passing either the NERC Reliability Coordinator (RC) or TO exam within six (6) months. The certification exam fee will be paid by the company for up to three (3) attempts within the first six (6) months. In addition, within twelve (12) months, the Dispatcher BES will be required to pass a Board Review conducted by Systems Operations Management demonstrating an understanding of the Dispatcher BES job accountabilities. A Union Representative may observe the Board Review.

In the interest of building a stronger candidate pool, the company will pay an incentive when a new Dispatcher BES meets the requirements below.

- \$10,000.00 for NERC certification and passing Board Review within 8 months, or
- \$5,000.00 for NERC certification and passing Board Review within 10 months
- \$2,000.00 for relocation or reimbursement of reasonable moving expenses.

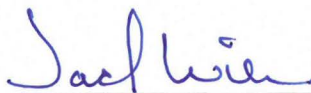
All qualified Dispatchers BES on January 15 of each year will receive a \$5,000 incentive for maintaining NERC certifications.

Dispatchers BES failing to certify and/or pass the board review will be allowed to return to the employees' former classification and location pursuant to paragraph 17 of the MOA.

The Dispatchers BES will be required to maintain their qualifications pursuant to NERC Continuing Education Hours (CEH) requirements. The Company and Union agree to the following guidelines for the Dispatcher – BES to maintain NERC certification:

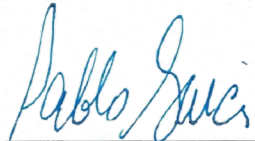
- The Company will provide adequate time on-the-job and assume all costs and expenses necessary for continuing education requirements, and
- Other training that may be mandatory to remain in the classification of Dispatcher BES.

This MOU shall be incorporated into the next MOA.

 1-17-2023

Jack Wilson
Business Manager
System Council U-4, IBEW

Date

 1/17/2023

For Kelly Tveter
Senior Director, Safety & Labor Relations
Florida Power & Light Company

Date